

Bobby H. Pechal, Jr.

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Roanoke, TX 76262-2024



Employment History

41 years in the railroad industry with 14 years of experience in 3 crafts – Clerical (Transportation Communications International Union), Dispatching (American Train Dispatchers Association), Yardmaster and Trainman (United Transportation Union \ SMART-TD); 27 years management - extensive experience in Operations Collective Bargaining focusing on Transportation with an emphasis on the development and use of technology for automated scheduling in compliance with applicable Collective Bargaining Agreements.

Retired from the Railway Industry – Assistant Vice-President Operations Workforce Management with responsibility for scheduling all crafts, leveraging automation and telephony, as well as accountability for leading a Team assigned with Collective Bargaining Compliance and Operational Change for 38,000 union employees.

Experience, Skills, Competencies

Skills and experience include leading a Team in resolving disputes including (not limited to) Discipline (all types including Absenteeism, Operating Rules Violations, Conduct, Drug & Alcohol), Human Resources (Policy, Environment, Discrimination, Hiring, Performance), including Discharge and Non-Discharge cases. Leader in deciding the arbitrability of disputes.

Subject Matter Expert in Collective Bargaining Compliance with a focus on Work Rules, Discipline, Environment, and Policies. Creating and leading training for Labor Represented Employees and overseeing both process and result. Competencies include full understanding of the interaction of work / payroll / benefits / compensation for Labor Represented Employees.

Listed as Arbitrator

March 2, 2020 – National Mediation Board (nmb.gov)

Specializing in On-line Arbitration on a Number of Platforms

Trained and qualified to hold in person or on-line meetings using multiple software platforms.

Community Service

Currently serve as the Vice-President, Board of Directors, for the Northside Inter-Community Agency, helping those in the North Fort Worth, TX community.

Ongoing Continuing Education

Start July 7, 2020 – National Academy of Arbitrators (NAA) Southwest Region Continuing Education on utilizing the Zoom Meeting Platform for Remote Arbitration – Leader Pilar Vaile, NAA Arbitrator

Start July 13, 2020 - NAA “Video Task Force”; Continuing Education for holding on-line or remote Arbitration - Jeanne Charles, NAA Arbitrator - Chair

Start July 30, 2020 – NAA Southwest Region Continuing Education focusing on the Code of Professional Responsibility, Advisory Opinions and other topics – Leader I. B Helburn, NAA Arbitrator

Fee Schedule

Per Diem: \$1200.

Cancellation Fee: Per Diem rate of \$1200 if scheduled hearing is postponed or cancelled with notice of less than five (5) days. If the scheduled hearing is postponed or cancelled with notice of less than twenty-one (21) days, the per diem rate for each day of the hearing will be charged at a 50% rate.